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FINAL REPORT

SUMMER TEMPORARY EMPLOYMENT PROGRAM
(1972)

Alberta
Dept of

MANPOWER AND LABOUR
November 14th, 1972

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PROVINCE OF ALBERTA

SUMMER TEMPORARY EMPLOYMENT PROGRAM

May, 1972, to September 30, 1972

1. BACKGROUND

Projections of the youth and student employment situations in February of 1972 suggested that not enough jobs would be available during the summer months for this group of people. At this time, the unemployment rate for people under 25 years of age was approximately 10% and the influx of students on the summer job market was expected to increase the problem. Therefore, in February, 1972, a Cabinet Committee composed of the Hon. R. W. Dowling (Chairman), the Hon. A. E. Hohol and the Hon. H. Schmid, was established. The responsibility of this Committee was to ensure that a contingency plan was developed for the anticipated summer employment problem.

The S.T.E.P. Cabinet Committee laid down guidelines to be followed in developing proposals, as follows:

(a) to stimulate and/or provide employment for the youth of Alberta

(b) maintain and improve the environment of Alberta

(c) perform tasks of a humanitarian nature

(d) perform worthwhile duties or tasks for Government that would not normally be carried out due to a shortage of funds.

These guidelines, along with the administrative procedures to be followed,

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were forwarded to all departments during the first week in February. Consideration of the projects forwarded by departments to the Committee was done during March and by the first week in April project approvals were forwarded to the departments. Project approvals were given by the Cabinet Committee based on the objectives outlined above with particular emphasis on those which met established government priorities. For example, projects to assist the handicapped, the senior citizen, and the mentally retarded were given the first priority. The Cabinet Committee recommended that municipal governments be allowed to submit projects under S.T.E.P. The response to this was overwhelming and it became necessary to develop some way of rationing funds on an equitable basis. The procedure finally used was to provide up to $5,000.00 to all towns in the Province who requested assistance; $10,000.00 to all cities except Edmonton and Calgary; and $100,000.00 for each of Edmonton and Calgary. Attempts were made to provide relatively equal per capita amounts throughout the Province on a census division basis.

In both the departmental projects and the municipal projects, efforts were made to provide as much assistance to rural areas as possible so that students who might be taking courses away from home could return to their homes during the summertime and find employment. This appears to have worked reasonably well since just over 65% of the people employed under S.T.E.P. found "work at home".

2. EMPLOYMENT RESULTS

As a general rule the Province of Alberta hires approximately 1,800 people during the summer as part of the normal ongoing programs. The Cabinet Committee indicated that these jobs were to be continued and that any funds provided under S.T.E.P. were to be made available for incremental employment opportunities.

The following table outlines the incremental job creation which resulted through the S.T.E.P. program, either by government departments or municipal governments. Almost, 1,900 jobs were provided in direct payroll employment and another 1,400 resulted through government support of special projects. In the latter case the majority of positions were involved in staffing summer placement services, Alberta Service Corps work and community service projects. This additional employment would represent approximately 10% of the student labour force and combined with the normal level of summer employment offered to younger people, indicates the extent to which the Government attempted to reduce the problem of youth and student unemployment.

SUMMER TEMPORARY EMPLOYMENT PROGRAM (1972)
POSITIONS CREATED BY DEPARTMENTS AND LOCAL GOVERNMENTS

	Est. # of Positions		Actual # of Positions **		Departmental Totals
	Direct	Indirect	Direct	Indirect	
AGRICULTURE	70	-	70	-	70
ATTORNEY GENERAL	6	-	4	-	4
CULTURE, YOUTH & RECREATION	235	500	522	1447*	1969
EDUCATION - ADVANCED	6	-	10	-	10
ENVIRONMENT	48	-	55	-	55
EXECUTIVE COUNCIL	5	-	5	-	5
HEALTH & SOCIAL DEVELOPMENT	63	-	63	-	63
LABOUR	16	-	13	-	13
LANDS & FOREST	327	-	311	-	311
MUNICIPAL AFFAIRS	12	-	13	-	13
PUBLIC WORKS	10	-	8	-	8
ALBERTA GOVERNMENT TRAVEL BUREAU	114	-	102	-	102
Sub Totals	912	500	1176	1447*	1956
LOCAL GOVERNMENTS	610	-	694	-	694
TOTALS	1522	500	1870	1447*	3317

* Refers to jobs created through grants to local groups (i.e. Operation Placement) and special projects.

** Number of positions at program's peak.

3. FUNDING

The following statement indicates the approvals and expenditures by departments and local governments under the S.T.E.P. program:

S. T. E. P.

APPROVALS AND EXPENDITURES - 1972

DEPARTMENT	APPROVALS	EXPENDITURES
Advanced Education	$ 32,000.00	$ 18,940.00
Agriculture	130,000.00	117,767.00
Attorney-General	8,500.00	6,433.00
Culture, Youth and Recreation	447,000.00	439,346.00
Environment	108,000.00	82,934.00
Executive Council	15,500.00	8,141.00
Health and Social Development	94,000.00	85,555.00
Lands and Forests:		
- Local Governments	700,000.00	* 596,000.00
- Departmental	575,000.00	498,334.00
- Administrative	50,000.00	31,682.00
Municipal Affairs	21,000.00	21,660.00
Manpower and Labour	20,000.00	76,219.00
Public Works	17,000.00	9,525.00
Tourism	185,000.00	125,785.00
TOTAL	$2,403,000.00	$ 2,118,321.00

* Estimated - final costs not paid by September 30th, 1972.

4. PRIVATE SECTOR AND SUMMER EMPLOYMENT

The Province of Alberta employs less than 5% of the total labour force. This means that in terms of the summer employment problem that the majority of responsibility for providing jobs in the summertime rests with the private sector. Many companies have special summer employment programs to employ students. However, over the last two years, with the general decline in the economy, this has been one of the first areas which private industry has cut back. This has meant that the summer employment problem has become more noticeable than in previous years. While a good deal of concern was expressed during the early spring regarding the outlook for summer jobs, in retrospect it appears that, through the combined private industry and government measures, the problem did not become as severe as it would have.

One of the interesting results of the S.T.E.P. program was that two companies, namely Imperial Oil and John Labatts Ltd., turned funds over to the Province to be used in hiring students. This situation should be reviewed to determine if there are benefits to encouraging this type of government-private industry co-operation. If so, then a more concerted effort should be made to encourage this type of joint arrangement.

One of the most visible government-private industry programs was the Operation Placement program. The Chambers of Commerce in Edmonton and Calgary co-ordinated, organized, publicized and were responsible for the administration of the Operation Placement programs in both cities. The Province provided $10,000.00 apiece for these operations; Canada Manpower provided office space and equipment; and the Chambers of Commerce

provided the balance of the funding necessary. In addition to these grants the Province also provided another $12,000.00 to the other cities in the Province for similar kinds of placement functions. Through the co-operation of the small businessmen in Edmonton and Calgary over 15,000 people were placed through the Operation Placement program. Figures on the other projects are not available. This type of effort is of prime importance in providing summer jobs for young people and students.

5. GENERAL SUMMARY

(a) Employees:

An exit questionnaire was designed to obtain the information and opinions about people who were employed either by the provincial or municipal governments. Approximately 1,600 questionnaires were distributed to various projects and of these 1,063 were completed and returned. The number of people involved in S.T.E.P. projects was equally divided between males and females. Approximately 82% of the employees were younger than 23 years of age. 70% of those involved in the program were taking some training beyond the high school level, while 17% were high school students. The balance of the employees were young people who were either working part-time, full-time or unemployed. The future plans of 72% of the employees were to return to schooling of one kind or another; 17% of the people indicated that they would be seeking permanent employment once the S.T.E.P. program was completed. From this information it seems fair to conclude that one of the objectives of the S.T.E.P. program, which was to provide summer employment only for young people, was successful.

In general the reaction to the S.T.E.P. program by the employees was quite positive with 80% of the people indicating that they would like to see it continued next year. Almost half of the people indicated that the work experience involved in the jobs would be very useful.

F. RECOMMENDATIONS

1. With the formation of the Manpower Branch of the Department of Manpower and Labour, any further programs of this nature should be the responsibility of the Manpower Branch.

2. The involvement of local governments is without a doubt a very strong point with this type of program and should not only be continued but expanded. Administrative problems encountered regarding the approval of projects was the only weak point of this phase of the program. With the experience gained through the past two summer programs an effective project approval system for local governments should all but eliminate the criticism the program received from unsuccessful municipal applicants.

3. Consideration should be given the Alberta Government Travel Bureau insofar as summer staff requirements for information centres are concerned. This staff appears to be an annual need and not in line with that of a special employment program. With this in mind, summer staff needs should be included in the Alberta Government Travel Bureau's own operational budget.

4. The Operation Placement and Odd Job Program which were subsidized by S.T.E.P. funds through the Department of Culture, Youth and Recreation should first of all be centralized into one such program. Funding for this program should be made directly through the Department of Manpower and Labour with an advisory committee established to assist the Chamber of Commerce people and the student representatives actually undertaking the program. The advisory committee from the Provincial Government should include representatives from the Department of Manpower and Labour and the Department of Culture, Youth and Recreation.

5. Wage schedules used this past year met with the approval of the majority of students and should be continued with only a cost of living increase.

6. The age limit of 18 years did receive criticism, however, this limit should be continued.

7. Consideration should be given to the establishment of an information outlet in the southern portion of the Province - preferably Calgary. This would provide information for students and local governments alike.

8. The Department of Health and Social Development have indicated that the major portion of their S.T.E.P. projects are 50% cost shareable with the Government of Canada under the Canadian Assistance Plan. This should be given consideration in any future program.

G. SUMMARY

In reviewing the Summer Temporary Employment Program's objectives one has to rate the program very successful. A substantial number of Alberta's young people were employed directly, indirectly, or through placement programs sponsored or co-sponsored by the provincial program. Project supervisors, participating young people, and the general public indicated that S.T.E.P. was more satisfactory than the previous year's Ecology Corps. The employment of young people who were recruited by the local project supervisor proved to be the most popular improvement. Both employees and employers were satisfied with this approach.

As well as providing the employment opportunities, many services were provided to Albertans which would not have been available without S.T.E.P.

The development of the Manpower Branch of the Department of Manpower and Labour and the experience gained in this type of program should enable future programs of this nature to be developed and administered with improved efficiency.